

2025


HOT JOBS

BORDERPLEX



THIS IS WHY THEY'RE HOT:

- 10% or more growth over 10 years
- 20 or more annual job openings
- \$17.74 or more per hour entry wage

 Hottest Jobs are in top wage quartiles and entry wages are at or above \$17.74



Personalized Resources for EMPLOYERS & JOBSEEKERS

WORKFORCE SOLUTIONS BORDERPLEX is the get you back to work office for El Paso and West Texas. We work with businesses and individuals to identify new opportunities, access aid, and improve skills, to strengthen the local workforce and improve quality of life for residents. The best part: our services are accessible to all through grants, scholarships, and federal funding.

Every year, WSB publishes a list of target occupations for the Borderplex region where we confidently invest in training and skills development to progress our economy. These are what we call Hot Jobs, all of which fit specific criteria before making the final jump into our workforce development strategy. These occupations must meet the following:

- Pay a \$17.74 Living Wage (FY 2024)
- Have more than 20 annual openings
- Have a projected industry growth of 10% or more

Serving the counties of
**BREWSTER, CULBERSON, EL
PASO, HUDSPETH, JEFF
DAVIS, and PRESIDIO.**



WSB 2025 HOT JOBS



BUSINESS AND FINANCIAL OPERATIONS

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



General and Operations
Managers

13

935

\$ 17.21

\$ 55.76



Project Management
Specialists

13

129

\$ 21.23

\$ 43.92



Management Analysts

17

51

\$ 21.41

\$ 49.92



Accountants and Auditors

10

181

\$ 21.98

\$ 41.62



Budget Analyst/Financial
Analyst

12

33

\$ 24.11

\$ 40.26



Data Scientists

52

25

\$ 21.12

\$ 51.64



CONSTRUCTION

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Civil Engineers

23

65

\$ 23.81

\$ 42.16



Civil Engineering
Technologists and
Technicians

13

32

\$ 16.89

\$ 25.66



Operating and Other
Construction Equipment
Operators

12

97

\$ 16.07

\$ 22.55

WSB 2025 HOT JOBS



CONSTRUCTION

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Electricians

14

148

\$ 15.38

\$ 26.39



Plumbers, Pipefitters,
and Steamfitters

9

81

\$ 15.52

\$ 28.56



Security and Fire Alarm
Systems Installers

14

57

\$ 18.44

\$ 33.67



Heating, Air Conditioning,
and Refrigeration Mechanics
and Installers

12

75

\$ 13.36

\$ 23.91



Telecommunications Line
Installers and Repairers

21

28

\$ 17.26

\$ 36.10



EDUCATION

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Career/Technical
Education Teachers,
Postsecondary

15

179

\$ 25.27

\$ 60.03



Elementary School Teachers,
Except Special Education

1

283

\$ 26.20

\$ 30.83



Middle School Teachers,
Except Special and Career/
Technical Education

2

24

\$ 25.63

\$ 30.46

WSB 2025 HOT JOBS



EDUCATION

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Secondary School Teachers,
Except Special and Career/
Technical Education

1

214

\$ 25.61

\$ 30.84



Special Education Teachers

1

23

\$ 25.73

\$ 33.99



HUMAN RESOURCES

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Human Resources Specialists

12

150

\$ 17.25

\$ 32.90



INFORMATION TECHNOLOGY

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Computer Systems
Analysts

15

32

\$ 27.36

\$ 50.83



Information Security
Analysts

35

19

\$ 31.17

\$ 54.88



Computer Network
Support Specialists

15

16

\$ 21.03

\$ 32.59



Software Developers and
Software Quality Assurance
Analysts and Testers

29

98

\$ 29.54

\$ 55.24

WSB 2025 HOT JOBS



MANUFACTURING

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Electrical Engineers

15

18

\$ 28.88

\$ 51.57



Industrial Engineers /
Mechanical Engineers

18

39

\$ 25.29

\$ 47.46



Industrial Machinery
Mechanics

13

51

\$ 18.77

\$ 28.44



Mobile Heavy Equipment
Mechanics, Except
Engines

14

66

\$ 16.44

\$ 26.68



MEDICAL AND HEALTH

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE



Occupational Health and
Safety Specialists

25

48

\$ 20.42

\$ 37.18



Substance Abuse, Behavioral
Disorder, and Mental Health
Counselors

28

69

\$ 15.03

\$ 27.30



Child, Family, and School
Social Workers

16

50

\$ 16.59

\$ 26.48



Community Health Workers

11

45

\$ 16.44

\$ 18.63

WSB 2025 HOT JOBS



MEDICAL AND HEALTH

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE

| | | | | |
|---|----|-----|----------|----------|
| Respiratory Therapists | 14 | 20 | \$ 27.42 | \$ 37.98 |
| Registered Nurses | 7 | 393 | \$ 30.39 | \$ 44.99 |
| Dental Hygienists | 22 | 30 | \$ 31.55 | \$ 39.40 |
| Radiologic Technologists and Technicians | 15 | 67 | \$ 25.33 | \$ 35.85 |
| Surgical Technologists | 9 | 18 | \$ 20.56 | \$ 29.91 |
| Licensed Practical and Licensed Vocational Nurses | 8 | 157 | \$ 20.63 | \$ 27.52 |
| Occupational Therapy Assistants | 22 | 19 | \$ 25.03 | \$ 34.90 |
| Physical Therapist Assistants | 24 | 43 | \$ 22.77 | \$ 35.37 |

WSB 2025 HOT JOBS



TRANSPORTATION AND LOGISTICS

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE

| | | | | | |
|--|--------------|----|----|----------|----------|
| | Logisticians | 30 | 48 | \$ 21.83 | \$ 39.65 |
|--|--------------|----|----|----------|----------|

| | | | | | |
|--|--|----|----|----------|----------|
| | Aircraft Mechanics and Service Technicians | 26 | 22 | \$ 17.46 | \$ 36.79 |
|--|--|----|----|----------|----------|

| | | | | | |
|--|-------------------|----|----|----------|----------|
| | Commercial Pilots | 41 | 23 | \$ 19.12 | \$ 53.11 |
|--|-------------------|----|----|----------|----------|



OTHER

PROJECTED
EMPLOYMENT
PERCENT CHANGE
WITHIN 10 YEARS

TOTAL ANNUAL
JOB OPENINGS

ENTRY
WAGE

EXPERIENCED
WAGE

| | | | | | |
|--|---------------------------------|---|----|----------|----------|
| | Paralegals and Legal Assistants | 9 | 95 | \$ 18.32 | \$ 27.19 |
|--|---------------------------------|---|----|----------|----------|

WSB 2025 COOLING JOBS

COOLING JOBS are occupations that have a projection of diminishing growth over the next ten years.



OCCUPATION TITLE

GROWTH
FORECAST 10 YRS.

ENTRY WAGES
2023

Advertising Sales Agents

-24.5%

\$ 11.65

Shoe and Leather Workers and Repairers

-24.4%

\$ 10.66

Legal Secretaries and Administrative Assistants

-19.5%

\$ 14.38

Executive Secretaries and Executive Administrative Assistants

-17.8%

\$ 19.19

News Analysts, Reporters, and Journalists

-17.3%

\$ 13.39

Data Entry Keyers

-16.7%

\$ 10.62

Switchboard Operators, Including Answering Service

-15.0%

\$ 10.17

Floral Designers

-13.0%

\$ 10.56

Payroll and Timekeeping Clerks

-11.5%

\$ 13.64

Order Clerks

-11.3%

\$ 13.81

Paper Goods Machine Setters, Operators, and Tenders

-11.1%

\$ 14.36

Editors

-11.0%

\$ 14.44

WSB 2025 COOLING JOBS

COOLING JOBS are occupations that have a projection of diminishing growth over the next ten years.



OCCUPATION TITLE

GROWTH
FORECAST 10 YRS.

ENTRY WAGES
2023

File Clerks

-10.1%

\$ 9.54

New Accounts Clerks

-9.9%

\$ 14.66

Helpers--Production Workers

-9.7%

\$ 10.65

Woodworking Machine Setters,
Operators, and Tenders, Except Sawing

-8.5%

\$ 11.47

Power Plant Operators

-7.7%

\$ 32.30

Telemarketers

-7.5%

\$ 10.75

Secretaries and Administrative
Assistants, Except Legal, Medical,
and Executive

-5.8%

\$ 11.89

Pressers, Textile, Garment, and
Related Materials

-5.7%

\$ 9.74

Library Assistants, Clerical

-5.6%

\$ 8.81

Computer Numerically Controlled
Tool Operators

-4.9%

\$ 11.69

Office and Administrative Support
Workers, All Other

-4.7%

\$ 10.78

Crane and Tower Operators

-4.4%

\$ 16.85

WSB 2025 COOLING JOBS

COOLING JOBS are occupations that have a projection of diminishing growth over the next ten years.



OCCUPATION TITLE

GROWTH
FORECAST 10 YRS.

ENTRY WAGES
2023

Library Technicians

-4.3%

\$ 11.57

Extruding and Drawing Machine
Setters, Operators, and Tenders,
Metal and Plastic

-4.2%

\$ 13.23

Cement Masons and Concrete Finishers

-4.2%

\$ 15.27

Correctional Officers and Jailers

-4.1%

\$ 17.82

Cutting and Slicing Machine Setters,
Operators, and Tenders

-3.9%

\$ 14.22

Food Cooking Machine Operators
and Tenders

-3.8%

\$ 9.76

Computer Programmers

-3.6%

\$ 20.75

Molding, Coremaking, and Casting
Machine Setters, Operators, and
Tenders, Metal and Plastic

-3.5%

\$ 11.45

Locksmiths and Safe Repairers

-3.4%

\$ 13.38

Procurement Clerks

-3.0%

\$ 14.43

Tellers

-2.5%

\$ 12.53

Office Clerks, General

-2.4%

\$ 10.93

WSB 2025 COOLING JOBS

COOLING JOBS are occupations that have a projection of diminishing growth over the next ten years.



OCCUPATION TITLE

GROWTH
FORECAST 10 YRS.

ENTRY WAGES
2023

Cabinetmakers and Bench Carpenters

-2.3%

\$ 11.28

Claims Adjusters, Examiners,
and Investigators

-1.8%

\$ 19.22

Jewelers and Precious Stone and
Metal Workers

-1.4%

\$ 13.41

Brickmasons and Blockmasons

-1.3%

\$ 15.53

Printing Press Operators

-1.2%

\$ 12.08

Cooks, Fast Food

-1.0%

\$ 8.30

Education and Childcare Administrators,
Preschool and Daycare

-0.9%

\$ 18.70

Human Resources Assistants, Except
Payroll and Timekeeping

-0.9%

\$ 12.71

Producers and Directors

-0.7%

\$ 15.40

Hotel, Motel, and Resort Desk Clerks

-0.6%

\$ 9.94

Drywall and Ceiling Tile Installers

-0.5%

\$ 15.65

Farmworkers and Laborers, Crop,
Nursery, and Greenhouse

-0.4%

\$ 10.00

WSB 2025 COOLING JOBS

COOLING JOBS are occupations that have a projection of diminishing growth over the next ten years.



OCCUPATION TITLE

GROWTH
FORECAST 10 YRS.

ENTRY WAGES
2023

Water and Wastewater Treatment
Plant and System Operators

-0.4%

\$ 15.53

Advertising and Promotions Managers

0.0%

\$ 16.35

Art Directors

0.0%

\$ 20.48

Writers and Authors

0.0%

\$ 13.89


Glaziers

0.0%

\$ 13.68

WSB 2025 HOT JOBS RURAL COUNTIES

Brewster | Culberson | Hudspeth | Jeff Davis | Presidio

Why They're Hot: 10 or more annual job openings | \$17.74 or more per hour entry wage |  Hottest Jobs are in top wage quartiles and entry wages are at or above \$17.74



BUSINESS AND FINANCIAL OPERATIONS

TOTAL ANNUAL OPENINGS

ENTRY WAGES 2023

EXPERIENCED WAGE 2023

| | | | |
|--|----|----------|----------|
|  General and Operations Managers | 56 | \$ 19.76 | \$ 67.04 |
|  Purchasing Agents, Except Wholesale, Retail, and Farm Products | 15 | \$ 20.46 | \$ 40.64 |
|  Government Property Inspectors and Investigators | 18 | \$ 22.58 | \$ 47.82 |
|  Accountants and Auditors | 16 | \$ 23.72 | \$ 45.28 |
|  Operations Research Analysts | 18 | \$ 28.78 | \$ 50.78 |






CONSTRUCTION

TOTAL ANNUAL OPENINGS

ENTRY WAGES 2023

EXPERIENCED WAGE 2023

| | | | |
|---|----|----------|----------|
|  Electricians | 9 | \$ 18.55 | \$ 33.11 |
|  Construction and Building Inspectors | 27 | \$ 18.99 | \$ 35.59 |
|  Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 17 | \$ 16.93 | \$ 28.37 |

WSB 2025 HOT JOBS RURAL COUNTIES



DEFENSE

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Correctional Officers
and Jailers

15

\$ 19.18

\$ 27.87



Detectives and Criminal
Investigators

19

\$ 31.18

\$ 52.40



EDUCATION

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Teachers, Educators/Career
& Technical Education,
Postsecondary

419

\$ 29.68

\$ 52.99



HUMAN RESOURCES

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Human Resources Specialists

35

\$ 20.61

\$ 39.77



INFORMATION TECHNOLOGY

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Information Security Analysts

16

\$ 35.70

\$ 63.74



Computer User Support
Specialists

59

\$ 16.23

\$ 29.24

WSB 2025 HOT JOBS RURAL COUNTIES



INFORMATION TECHNOLOGY

TOTAL ANNUAL OPENINGS

ENTRY WAGES 2023

EXPERIENCED WAGE 2023

| | | | |
|---|----|----------|----------|
|  Software Developers | 21 | \$ 38.36 | \$ 72.94 |
|---|----|----------|----------|

| | | | |
|---|---|----------|----------|
|  Telecommunications Equipment Installers and Repairers, Except Line Installers | 7 | \$ 18.61 | \$ 34.39 |
|---|---|----------|----------|



MANUFACTURING

TOTAL ANNUAL OPENINGS

ENTRY WAGES 2023

EXPERIENCED WAGE 2023

| | | | |
|--|----|----------|----------|
|  Electrical Engineers | 56 | \$ 34.75 | \$ 63.37 |
|--|----|----------|----------|

| | | | |
|--|----|----------|----------|
|  Industrial Engineers | 42 | \$ 36.73 | \$ 65.54 |
|--|----|----------|----------|

| | | | |
|---|----|----------|----------|
|  Manufacturing Engineers | 30 | \$ 36.73 | \$ 65.54 |
|---|----|----------|----------|

| | | | |
|--|----|----------|----------|
|  Mechanical Engineers | 33 | \$ 32.43 | \$ 60.12 |
|--|----|----------|----------|

| | | | |
|---|----|----------|----------|
|  Electrical and Electronic Engineering Technologists and Technicians | 24 | \$ 25.88 | \$ 44.88 |
|---|----|----------|----------|

| | | | |
|---|----|----------|----------|
|  Electro-Mechanical and Mechatronics Technologists and Technicians | 15 | \$ 26.30 | \$ 44.52 |
|---|----|----------|----------|

WSB 2025 HOT JOBS RURAL COUNTIES



MEDICAL AND HEALTH

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Mental Health and Substance
Abuse Social Workers

39

\$ 17.20

\$ 25.87



Dietitians and Nutritionists

15

\$ 19.54

\$ 36.83



Respiratory Therapists

35

\$ 30.82

\$ 38.75



Registered Nurses

338

\$ 34.31

\$ 49.09



Medical and Clinical Laboratory
Technologists

35

\$ 20.08

\$ 35.17



Cardiovascular Technologists
and Technicians

45

\$ 16.77

\$ 31.37



Diagnostic Medical
Sonographers

24

\$ 30.10

\$ 42.80



Radiologic Technologists
and Technicians

145

\$ 27.33

\$ 38.14



Emergency Medical Technicians

18

\$ 15.38

\$ 21.70

WSB 2025 HOT JOBS RURAL COUNTIES



MEDICAL AND HEALTH

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Surgical Technologists

23

\$ 18.28

\$ 30.13



Licensed Practical and
Licensed Vocational Nurses

23

\$ 23.57

\$ 30.46



Health Technologists and
Technicians, All Other

7

\$ 17.30

\$ 28.95



TRANSPORTATION AND LOGISTICS

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Avionics Technicians

15

\$ 29.97

\$ 40.60



Bus and Truck Mechanics
and Diesel Engine Specialists

34

\$ 18.90

\$ 31.20



Heavy and Tractor-Trailer
Truck Drivers

184

\$ 18.30

\$ 31.05



OTHER

TOTAL
ANNUAL
OPENINGS

ENTRY
WAGES
2023

EXPERIENCED
WAGE 2023



Aerospace Engineers

15

\$ 42.12

\$ 70.22

WORKFORCE

SOLUTIONS BORDERPLEX

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8825 N. Loop, Ste. 122
El Paso, TX 79907

Military Affiliated Satellite
Center Building 725, Custer
Rd. Fort Bliss, TX 79906

Northeast Center
8941 Dyer St.
El Paso, TX 79904

Artcraft Job Link Site
6351 South Desert -
Suite 217 El Paso,
TX 79932

Presidio Center
505-B West O'Reilly
Presidio, TX 79845

Alpine Center
710 E. Holland, Ste. 2
Alpine, TX 79830

Power Partner Locations

Horizon EDC
287 South Darrington Rd.,
Ste 1 Horizon City, TX 79928

Chayo Apodaca
Community Center
341 North Moon Dr.
Socorro, TX 79927

EP County Housing
Authority 1101 Yann Rd.
Fabens, TX 79838

Kennedy Communities
(HOME) 400 S Zaragoza Rd
El Paso, TX 79907

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